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# **EXHIBIT 39**

**Contract Language - 02/11/1991**  
**Proposed, 02/11/1991 Signed**

( Dave Forbes submitted 2-11-91  
TO Committee )

AGREEMENT CONCERNING  
HOLIDAY CELEBRATION DATES  
BETWEEN 11/08/90 AND 11/05/93

1990 - 1991

11-22-90/Thursday  
11-23-90/Friday  
12-24-90/Monday  
12-25-90/Tuesday  
12-31-90/Monday  
01-01-91/Tuesday  
05-27-91/Monday  
07-04-91/Thursday  
07-05-91/Friday  
09-02-91/Monday

3-29-91 Good Friday

OUT

1991 - 1992

11-28-91/Thursday  
11-29-91/Friday  
12-11-91-24-91/Tuesday  
12-25-91/Wednesday  
12-31-91/Thursday ~~Tues~~  
01-01-92/Wednesday  
04-17-92/Friday  
05-25-92/Monday  
07-03-92/Friday  
09-07-92/Monday

CHANGE 7-04-92

1992 - 1993

11-26-92/Thursday  
11-27-92/Friday  
12-24-92/Thursday  
12-25-92/Friday  
12-31-92/Thursday  
01-01-93/Friday  
04-09-93/Friday  
05-31-93/Monday  
07-02-93/Friday  
09-06-93/Monday

7-04-93

Agreed upon this \_\_\_\_\_ day of February, 1991.

For The Company:

\_\_\_\_\_  
David A. Forbes

For The Union:

\_\_\_\_\_  
Robert Rietveld

\_\_\_\_\_  
Donald Welch

\_\_\_\_\_  
George Powell

\_\_\_\_\_  
Ronald Clapp

\_\_\_\_\_  
Philip Sullivan

\_\_\_\_\_  
Ricardo Marques



AGREEMENT CONCERNING  
HOLIDAY CELEBRATION DATES  
BETWEEN 11/08/90 AND 11/08/93

<u>1990 - 1991</u>	<u>1991 - 1992</u>	<u>1992 - 1993</u>
11-22-90/Thursday	11-28-91/Thursday	11-26-92/Thursday
11-23-90/Friday	11-29-91/Friday	11-27-92/Friday
12-24-90/Monday	12-24-91/Tuesday	12-24-92/Thursday
12-25-90/Tuesday	12-25-91/Wednesday	12-25-92/Friday
12-31-90/Monday	12-31-91/Tuesday	12-31-92/Thursday
01-01-91/Tuesday	01-01-92/Wednesday	01-01-93/Friday
03-29-91/Friday	04-17-92/Friday	04-09-93/Friday
05-27-91/Monday	05-25-92/Monday	05-31-93/Monday
07-04-91/Thursday	07-03-92/Friday *	07-05-93/Monday
09-02-91/Monday	09-07-92/Monday	09-06-93/Monday

\* The parties agree that with the exception of critical or essential operations, the company will not schedule Saturday overtime work for Saturday, July 4, 1992.

Agreed upon this 11<sup>th</sup> day of February, 1991.

For The Company:

David A. Forbes  
David A. Forbes

For The Union:

Robert Rietveld  
Robert Rietveld

Donald Welch  
Donald Welch

George Powell  
George Powell

Ronald Clapp  
Ronald Clapp

Philip Sullivan  
Philip Sullivan

Ricardo Marques  
Ricardo Marques

Article XIX

ARTICLE XIX - TERMINATION AND MODIFICATION

This agreement will become effective on November 8, 1990, as ratified on December 18, 1990, and shall continue in full force and effect without change until 12:00 mid-night November 8, 1993, and thereafter for a successive period of sixty (60) days, unless either party shall, on or before the sixtieth (60th) day prior to expiration, serve written notice on the other party of a desire to terminate, modify, alter, renegotiate, change, or amend this agreement. A notice of desire to modify, alter, amend, renegotiate, or change, or any combination thereof, shall have the effect of terminating the entire agreement (on the expiration date) in the same manner as a notice of desire to terminate, unless before that date all subjects of amendments proposed by either party have been disposed of by agreement or by withdrawal by the party proposing the amendment.

Within ten (10) days after receipt of any such notice, a conference will be arranged to negotiate the proposals, in which case this agreement shall continue in full force and effect until termination, as provided herein.

Notices shall be sufficient if sent by mail, addressed, if to the Union, to Local Number 1402, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW, Holland, Michigan, or to such address as the Union shall furnish to the Company in writing; and, if to the Company, to Hydro Aluminum-Bohn Inc., Holland, Michigan, or to such other address as the Company may furnish to the Union in writing.

IN WITNESS WHEREOF, the Company has caused these presents to be signed in its behalf by its duly authorized and accredited representatives; and the Union has caused the same to be signed in its name by its duly authorized and accredited representatives, officers and committeepersons this

11th day of February, 1991

For The Company:

David A. Forbes  
David A. Forbes

For The Union:

Robert Rietveld  
Robert Rietveld

Donald Welch  
Donald Welch

George Powell  
George Powell

Ronald Clapp  
Ronald Clapp

Philip Sullivan  
Philip Sullivan

Ricardo Marques  
Ricardo Marques